

IMAGEN OF Boulder County

Issue #4

October 2005

CAREER EXPLORATION DAY AT METRO STATE

Researched by Tony Tafoya



On October 14, 2005, at the Tivoli Student Union on the Auraria Campus, Image de Denver and Metropolitan State College of Denver (MSCD) led the way to provide a career exploration day and career fair that targeted Latino students. Joining Image and Metro State as major sponsors were the Bureau of Land Management, the Denver Federal Executive Board's (DFEB) Hispanic Employment Program, and the NOAA Research Laboratories in Boulder. Cynthia Baron, President of MSCD Latino Faculty and Staff Association, coordinated the Metro State efforts and recruited Metro State sponsors which included: the Latino Faculty and Staff Association, the PaceSetter Scholars Program, the Office of Career Services, the Vice President's Office for Student Services, Sigma Lambda Beta and Pi Lambda Chi and the LFSA Mentoring Program. Cynthia also chaired the planning committee. Please see page five for a listing of members.

Students were welcomed at the Tivoli Turnhall by Dr. Karen Raforth, Interim Vice President for Student Services at MSCD, Ms. Jackie Martinez-Wells, Treasurer of Image de Denver, and Ms. Bobbie Jo Enderle, representing the DFEB

Hispanic Employment Council. Mr. Gilbert Sandáte, SES Director for Workforce Diversity for the Library of Congress delivered the opening remarks on the importance of observing Hispanic Heritage Month. He stressed the need to stay in school and get a degree that will lead to a job. He stated that education was the most important factor in Hispanic progress for the future.

Students were exposed to timely workshops covering topics to make them more competitive when seeking a government position. Ms. Duriye Powell, with the Bureau of Reclamation discussed Interviewing Tips and Techniques, Resume Writing for Federal Employment, and the Federal Employment Process. Mr. Tom Navarro with the Bureau of Land Management, provided information on Federal employment programs: How to Apply for Federal Employment, and insights into the student STEP and SCEP programs. A Federal Career Exploration Panel included panelists from D.C., Mr. Gilbert Sandáte, SES Director for Workforce Diversity for the Library of Congress and Mr. Richard Trinidad, Associate Director, for the Whistle-blower Protection Program for the Department of Interior. Mr. John Quintana, an Electrical Engineer for the Western Area Power Administration in Golden, Colorado also joined the panel.

Gil Sandáte related his Abe Lincoln story by saying that everyone has an Abe Lincoln story in their background. He related how his father worked on the railroads in Kansas and where his family lived in a box car. When his father died at an early age, his mother raised the family. It was Gil's brother who convinced Gil to go to college where he majored in business accounting at Wichita State. He quickly got involved in community activities and was elected

to a local commission. Later he took the Federal exam and became a Civil Rights Investigator working to help end discrimination. He became the Hispanic Employment Program Manager at the EEOC and later Special Assistant to the EEO Director. He worked for the Treasury Department and the IRS. He took many developmental assignments and discovered that his real love was helping people and civil rights. At the Department of Transportation he set up six Regional Offices. He achieved his Senior Executive Service (SES) rank with the Department of Agriculture as Deputy Director for Civil Rights. His current SES position is with the Library of Congress. Gil stated that mentoring is key to advancement. He encouraged students to be mentors to other students. He said that one should never forget one's roots and to keep asking the question, where do I go from here?

Richard Trinidad said he started out as a policeman in San Antonio, Texas. He left San Antonio and began his federal career with the Secret Service. He served for 21 years and had the opportunity to travel guarding U.S. Presidents in foreign countries. His travels made him mature and discover his shared Latino character. His family also gained by listening to the stories of his travels. He moved to the EPA for six years and helped build an oversight program. His advice to students was to learn to write. He said one could build many memories of accomplishments in a federal career.

John Quintana said that he started out by liking mathematics and got a degree at New Mexico State University. His first job was with Hughes Aircraft. He felt lost in this job because he was one of 14,000 employees. He next got a job in Denver where there were only 10 engineers who were performing contract work for the Federal Government. He felt he needed more experience and landed a position with WAPA working on transmission lines and power stations. He was safety manager for 24 years and in his present position for six years. He encouraged students to think of getting experience first, rather than going after the big money. "Experience will get you farther and make the journey more satisfying."

The luncheon Keynote address was delivered by Mr. Gil Sandáte. He handed out talking points on

career and life values. His consistent message for the students was to be persistent in whatever you undertake. Please see page eight for a summary of his talking points.

Lorenzo Cervantes, EEO Manager with BLM, coordinated the job fair which included twenty-six agencies that provided information on federal careers and the paths students should take to ensure their future. Participating agencies included:

- National Business Center
- Office of Surface Mining
- Mineral Management Services
- Bureau of Reclamation
- Bureau of Land Management— Colorado
- Bureau of Land Management—Denver National Centers
- Western Area Power Administration
- National Archives and Records Administration
- Federal Bureau of Prisons
- Internal Revenue Service
- Environmental Protection Agency
- NOAA Research
- Department of Veterans Affairs—Wyoming
- Veterans Administration—Denver
- Veterans Affairs Health Administration
- Department of Agriculture, Food and Nutrition Svc
- Department of Agriculture, Forest Service
- Department of Agriculture, Animal and Plant Health Inspection Service
- Department of Agriculture, APHIS, VS Center Epidemiology and Animal Health
- Department of Housing and Urban Development
- Defense Finance and Accounting Services
- Social Security Administration
- General Services Administration
- United States Food and Drug Administration
- United States Census Bureau
- Department of Justice, U.S. Attorneys Office
- Department of Transportation, Federal Highway Administration

The Federal Career Exploration Fair was an outstanding success for Image de Denver and Metropolitan State College of Denver. The students were the major winners in this event. What a way to observe National Hispanic Heritage Month!

**In Unity there is strength,
communication and progress**

Hispanic Representation in the Federal Government from 1988 to 2004

Hispanic Under Representation is Increasing

Hispanic representation in the Federal government is decreasing compared to the growth in the civilian labor force (CLF). As indicated in the chart below, in 1988, 5.2% of the Federal labor force was Hispanic in contrast with 7.4% in the CLF. The gap or difference between the percentage of Hispanics in the Federal labor force and the CLF was 2.2%. In 2004, the gap or difference between the percentage of Hispanics in the Federal labor force and the CLF was 5.8%. This gap has been increasing and with the current initiatives and Hispanic hiring rates, Hispanics will never be fully represented in the Federal government. In other words, the under representation of Hispanics is getting worse. Hispanics are getting fewer Federal jobs in comparison to their participation in the labor force which means that they will receive less compliance assistance, fewer services and benefits from the Federal government.

Year	Federal Hispanic Rep.	CLF
1988	5.2	7.4
1989	5.3	7.5
1990	5.3	8.5
1991	5.5	8.6
1992	5.6	8.9
1993	5.6	9
1994	5.7	9.1
1995	5.9	9.3
1996	6	9.5
1997	6.2	10.1
1998	6.4	10.4
1999	6.4	10.5
2000	6.5	11.7
2001	6.7	12.1
2002	6.9	12.4
2003	7	12.8
2004	7.3	13.1

Source: Armando Fernandez, Regional Director, National Image, Inc.

Publisher's Notes from Colorado, National Image and Around the Country

- ♦ October 8— Meeting of the Image national board of directors in Las Vegas, Nevada. Joe Davalos, Region VIII Director, will attend and support the petition for Boulder County Image to become an affiliate chapter.
- ♦ October 15-18 – HACU 19th Annual Conference at the Hyatt Regency Phoenix Hotel, Phoenix Convention Center, Phoenix, AZ. Visit web site www.hacu.net.
- ♦ Region VIII Director Joe Davalos has met with Metro State campus officials and members of Image de Denver to plan the Career Exploration Expo that is to be held on October 14, 2005. Members of the Boulder chapter will participate in this career exploration expo.
- ♦ November 3-5—AISES 27th Annual National Conference in Charlotte, NC. For more information visit www.aises.org.
- ♦ November 7-8—The 2005 Denver Conference for Administrative Assistants at Four Points Cherry Creek, Denver, CO. For more information, call 1.8000.682.5078 or visit www.pttrain.com.
- ♦ To view the Denver *Noticiero* online to <http://eeo.boulder.noaa.gov>. Click on Employment or the HEPM page at <http://mountain-prairie.fws.gov/hep>.

LOCAL EVENTS IN BOULDER

Joe Davalos, Region VIII Director, attended a meeting of the Image National Board of Directors and advocated that the Boulder County Chapter become an affiliate chapter of National Image. Joe reports that the board accepted the Boulder County Chapter's petition and will soon be notified of their affiliate chapter status.

A big thanks to Joe for doing the heavy lifting on behalf of the Boulder Chapter.

IMPORTANT INFORMATION

POSTAL SERVICE HOLIDAY JOBS ANNOUNCEMENT

The U.S. Postal Service is looking for temporary help for the holidays. Needed are Mail Sorters, Mail Handlers to load and unload trucks. \$11.00/hour and extra pay for hours worked between 6pm and 6am.

Hiring locations include I-70 and Tower Road; DIA (with free parking); I-70 and Quebec.

Detailed information at 303.853.6060 or at www.usps.com/employment

Please give this announcement wide distribution and encourage candidates to apply.

NUESTRO TALENTO

Members of the Career Exploration Fair Planning Committee



Front Row left to right:
Charlene Shroulote,
Claudia Hernandez-Ponce,
Joe Davalos, Tony Tafoya.

Back Row left to right:
Roger Molinar,
Barb Marquez,
Lorenzo Cervantes,
Bobbi Jo Enderle,
Cynthia Baron.



Front Row left to right:
Claudia Hernandez-Ponce,
Tony Tafoya,
Charlene Shroulote,

Back Row left to right:
Derick Haynes.
Beatrice Salazar,
Ximena Quintana,
Cynthia Baron.

Welcome Inside the Tivoli Turnhall



IMAGE AND SIGMA LAMBDA BETA AND PI LAMBDA CHI LEADERS AT METRO STATE



IMAGE AND STUDENT LEADERS

AT LEFT, from left to right:

Robert Garcia, Jackie
Martinez-Wells, and Keynote
speaker Gilbert Sandáte

AT RIGHT, from left to right:

Tangia Al-awaji, Cynthia
Baron, Robert Garcia, and
Andrew LaCrue



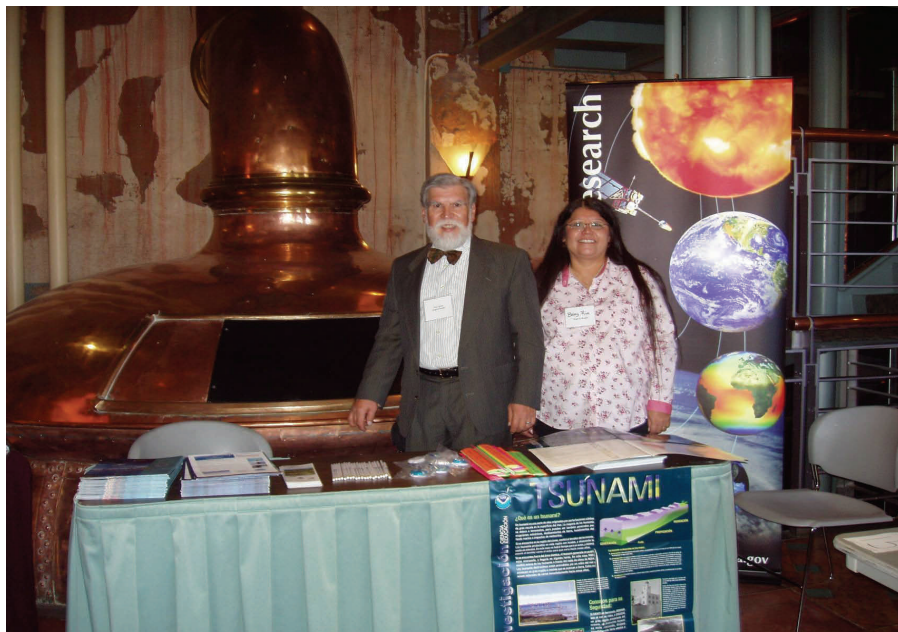
BELOW LEFT: Richard Trinidad, Dr. Karen Raforth, Cynthia Baron, Gilbert Sandáte

BELOW RIGHT: Workshop presenters and MSCD staff at the luncheon provided by Julie Guzman, *That Elegant Touch*



BOULDER COUNTY IMAGE PARTICIPATES IN EXPO

Boulder County Image member Tony Tafoya and Becky Rios, President of the Boulder County Image Chapter, at the Federal Career Expo handing out information on careers with NOAA Research.



**"If you like someone or if you hate someone, you at least recognize their existence.
However, if you ignore someone you do not recognize their existence.**

- Miguel de Unamuno



ON RIGHT, left to right: Tangia Al-awaji, Charlene Shroulote, Cynthia Baron, Dawn Perea, and Andrea Gonzales.

BELOW RIGHT, left to right: Joe Davalos, Lorenzo Cervantes, Cynthia Baron, Charlene Shroulote, and Tony Tafoya. ∞∞∞∞∞∞ In Unity there is strength, communication and progress. ∞∞∞∞∞∞

BELOW: Federal Employees setting up displays so that Metro students will not be ignored!



DEVELOPING AND APPLYING LEADERSHIP SKILLS FOR SUCCESSFUL CAREER MANAGEMENT

Gilbert M. Sandáte

1. **Take Personal Responsibility for Your Career:**
 - ◇ "If Its Going To Be, Then Its Up To Me!"
2. **Set Written Goals:**
 - ◇ Visualize Career Objectives, Identify Career Moves, Write Them Down.
3. **Master Discipline:**
 - ◇ Discipline Is The Bridge Between Dreams And Achievement -
It Is The Foundation Upon Which Success Is Built.
4. **Build Your Credibility Brick By Brick:**
 - ◇ Become An Expert At What You Do.
 - Knowledge IS Power!
 - ◇ Do More Than What Is Expected.
 - Do All That's Expected Of You, Then Ask For More.
 - ◇ Sell Yourself!
 - Don't Be Reluctant To Take Credit For Your Successes.
 - ◇ Perception Is Reality
 - What You See Is What Your Get!
 - ◇ Develop And Maintain A Winning Attitude
 - A Golden Attitude Is Always The Deciding Factor In Selections!
 - ◇ Network, Network, Network!
 - You Can Never Have Enough Contacts!
5. **Think And Act Like A Leader:**
 - ◇ Leadership Is About Having And Creating Energy And Enthusiasm.
 - ◇ Leadership Takes Courage.
 - ◇ Leaders Are Not Afraid Of Failure.
 - ◇ Leaders Never Stop Growing, Personally And Professionally.
 - ◇ Leaders Persevere, They Never Give Up.

The Goals and Objectives of Boulder County Image

- A. To seek a broad development and expansion of employment opportunities for the aspirants among the Latino population.
- B. To assist and encourage the government services in providing the best possible circumstances for the recruitment, training, employment and advancement of Latinos.
- C. To encourage and actively support the promotion and advancement of Latinos already employed.
- D. To counter employment issues based on social, ethnic, religious, age and gender discrimination, direct or indirect.
- E. To analyze and determine the educational and professional needs of Latinos seeking entry and advancement in employment; and, whenever possible, provide appropriate training and counseling services to meet these needs – particularly among the youth.
- F. To establish and continually upgrade a broad basis of communications with Latino employees across the nation.
- G. To respond to the reasonable requests of non-members and groups whose problems, goals, and objectives are supportable within the By Laws of Boulder County Image.
- H. To enhance the promotion of ethnic pride, culture, and camaraderie through the organized and regular social gatherings which will serve to bind members together.
- I. To provide a non-partisan platform on major issues of local and national significance so that members may be better informed and may express their views.
- J. To expand the concept and objectives of National Image, Inc., to communities throughout the United States to provide maximum impact on the benefits derived from the pursuit of these goals and objectives as stated above.

NOTE: The previous Goals and Objectives that appeared in issue #1 of *Imagen* were modified to make the intent more readable. This was done on August 22, 2005 at a meeting to ratify the By Laws.

Key Committee Functions

The key functions performed by Boulder County Image officers and members of standing committees include: **Advocacy on Employment and Education Issues; Membership and Outreach;** and **Consultation**. The President of Boulder County Image will assign members on an ad hoc basis as the need arises. The following is a brief description of each function:

Advocacy on Employment and Education Issues

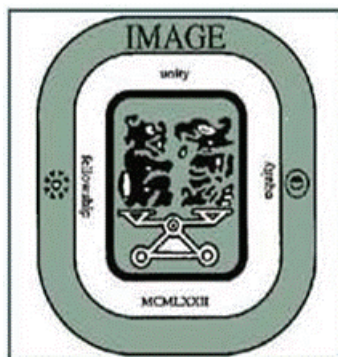
The advocacy function is performed when members take a pro-active role in seeing that a client's issue is addressed by the appropriate community, education or government organization. This function typically involves the following: Mediating an issue at the lowest level before it escalates; Negotiating issues on behalf of clients; Assisting local businesses with employee issues; Assisting students and parents with local school issues, e.g. fighting, drop out, and equal treatment policies; Educating the community on Latino issues; Researching legal information (not advice) on various employment topics; Accompanying clients (employees and applicants) and serving as their representative. Boulder County Image will monitor civil rights issues in the community and provide a community service by organizing Latinos and educating them on issues.

Membership and Outreach

The membership committee is charged with an ongoing program of recruiting and retaining members. This committee coordinates a yearly membership drive for new members. The outreach function is performed by going out into the community to explain Image programs and communicating the assistance that can be provided. Typically, this function involves attending meetings and briefings, networking with agency representatives, providing orientation briefings to newcomers, attending training sessions and education workshops - both as participants and presenters.

Consultation

Consultation services are typically provided to clients who are in need of explanations related to documents that need an interpretation and require follow up actions. Consultations are private.



**IMAGEN is a publication
of**

Boulder County Image
#348
637-B South Broadway
Boulder, CO 80305
Phone 303.497.6439

IMAGEN seeks to inform Latinos
on employment, education and
civil rights issues.

Editor: Tony Tafoya

MISSION

National Image, Inc. was established in 1972, to address Latino concerns in employment, education, and civil rights. Boulder County Image is an affiliate of National Image, Inc. and operates in Colorado within Region VIII. Its mission is to work with federal, state, county and local government organizations and community members to improve the status of Latinos in focused mission areas.

**BOARD OF DIRECTORS
BOULDER COUNTY IMAGE**

OFFICERS:

The following were elected as interim officers at the first meeting on July 13, 2005. They will serve while the petition to affiliate with National Image, Inc. is being reviewed.

President - Becky Rios

1st Vice President - Richard Shields

2nd Vice President - Katy Stewart

Secretary - Albert Romero

Treasurer - Michelle Masias

TASK FORCE CHAIRS/MEMBERS:

The following have been appointed as chairs of the standing task forces. Members will be contacted to join one of these task forces.

Social/Cultural - Michelle Masias

Education - Richard Shields

Employment - Albert Romero

Civil Rights - Katy Stewart

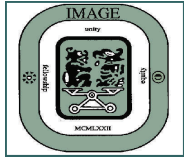
NATIONAL OFFICERS:

National President - John Griego

Region VIII Director - Joseph Davalos

Colorado State Director - Tony Montoya

Special Assistant Office of the Chairman -
Ramón Montoya



Boulder County Image
#348
637-B South Broadway
Boulder CO 80305

Membership Application Form

Applicant Information (please print or type)

Name	
Home Address	
City, State, Zip Code	
Employer Name	
Work Address	
City, State, Zip Code	
Telephone (business)	
Telephone (Home)	
Fax	
E-Mail	

Membership Information

Type of Membership: New _____ Renewal _____

Signature _____ Date _____

(Membership Dues are \$15.00 (\$8.00 for National dues, \$2.00 for State dues and \$5.00 for Chapter dues.)

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